Research Proposal

By

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Nashik

Guide by

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Title of study

"A study of the social security measures for NGO workers with reference to Nashik District"

Introduction

The concept of social security is multidimensional in its form and it has social, psychological, legal, ethical political overtones besides economics one. Social security is being increasingly recognised as a dynamic concept which has widely influenced the social and economic policies of all developed developing countries. The concept of social securities in a modern welfare state is much too broad enough providing comprehensive social security from 'womb to Tomb'.

According to I.L.O the security that society furnishes, through appropriate organisation against certain risks to which its members are exposed. According to Lord Beveridge, " Is attack on five giants want, disease, ignorance, squalor and idleness."

Access to social security has become a fundamental human right to which every individual is entitled as a member of the society. This right has been embodied in the Universal Declaration of Human Rights adopted by the United Nations General Assembly in 1948 And also has been granted numerous national constitutions. But I has been realised in differing degrees depending upon the tradition, history, levels of economic development and political and social philosophy of a country.

In India social security programmes have been in existence since times of immemorial and joint families, panchayats o provide assistance to the needy. Also India a signatory member of ILO has been showing pioneering zeal in the most all matters of policy formulation as well as implementation .There are various legislation enacted for organised and now for unorganised sectors. But those who are work for welfare of the people at large level not cover under any social security measure. There is uncertainty of project in NGO due to which irregular of payment problems of job security. This leads to many socio economics problems to workers & his Family .

Types of NGO

The term, "non-governmental organization" or NGO, came into use in 1945 because of the need for the UN to differentiate in its Charter between participation rights for intergovernmental specialized agencies and those for international private organizations. At the UN, virtually all types of private bodies can be recognized as NGOs. They only have to be independent from government control, not seeking to challenge governments either as a political party or by a narrow focus on human rights, non-profit-making and non-criminal. As

of 2003, there were reportedly over 20,000 NGOs active in Iran. The majority of these organizations are charity organizations, and thus would not fall under the category of development-oriented NGOs. In this document the term NGO is primarily used for organizations other than charitable organizations. The structures of NGOs vary considerably. With the improvement in communications, more locally-based groups, referred to as grass-roots organizations or community based organizations, have become active at the national or even the global level. Increasingly this occurs through the formation of coalitions with other NGOs for particular goals, such as was the case in the case of the Bam earthquake for example.

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NGO types by orientation:

- **Charitable Orientation** often involves a top-down paternalistic effort with little participation by the "beneficiaries". It includes NGOs with activities directed toward meeting the needs of the poor -distribution of food, clothing or medicine; provision of housing, transport, schools etc. Such NGOs may also undertake relief activities during a natural or man-made disaster.
- **Service Orientation** includes NGOs with activities such as the provision of health, family pplanning or education services in which the programme is designed by the NGO and people are expected to participate in its impementation and in receiving the service.
- **Participatory Orientation** is characterized by self-help projects where local people are involved particularly in the implementation of a project by contributing cash, tools, land, materials, labour etc. In the classical community development project, participation begins with the need definition and continues into the planning and implementation stages. Cooperatives often have a participatory orientation.
- **Empowering Orientation** is where the aim is to help poor people develop a clearer understanding of the social, political and economic factors affecting their lives, and to strengthen their awareness of their own potential power to control their lives. Sometimes, these groups develop spontaneously aroud a problem or an issue, at other times outside workers from NGOs play a facilitating role in their development. In any case, there is maximum involvement of the people with NGOs acting as facilitators.

NGO Types by level of operation:

- **Community-based Organizations (CBOs)** arise out of people's own initiatives. These can include sports clubs, women's organizations, neighbourhood organizations, religious or educational organizations. There are a large variety of these, some supported by NGOs, national or international NGOs, or bilateral or international agencies, and others independent of outside help. Some are devoted to rising the consciousness of the urban poor or helping them to understand their rights in gaining access to needed services while others are involved in providing such services.
- **Citywide Organizations** include organizations such as the Rotary or lion's Club, chambers of commerce andindustry, coalitions of business, ethnic or educational groups and associations of community organizations. Some exist for other purposes,

and become involved in helping the poor as one of many activities, while others are created for the specific purpose of helping the poor.

- **National NGOs** include organizations such as the Red Cross, YMCAs/YWCAs, professional organizations etc. Some of these have state and cuty branches and assist local NGOs.
- **International NGOs** range from secular gencies such as Redda BArna and Save the Children organizations, OXFAM, CARE, Ford and Rockefeller Foundations to religiously motivated groups. Their activities vary from mainly funding local NGOs, institutions and projects, to implementing the projects themselves.

• Operational definition

- NGO – Non Government Organization

  In Nashik district those are work on issue base and those NGO implement Government project

- NGO Workers –

  Those who have professional qualification, non-professional qualification in the field of NGO .

Review of literature

- According to 'A Guide to NGOs for the Military in Chapter 5. Personnel and Policies NGO take various approaches for hiring staff. many NGO operating in emergencies maintain short term contract with their employees because of nature of work, short intense and unsure condition

- According to Dr.S.F.Chandra Sekhar Mr.P.Anjaiahin their research ORGANISATIONAL COMMITMENT: A STUDY OF EMPLOYEES RESPONSES FROM SELECT NGOs -Apart from aforementioned issue, it is necessary to point that very little number of studies on organisational commitment with reference to the staff of NGOs have been found so far as the survey of literature is concerned. Job satisfaction studies also support a positive relationship between organisational commitment and desirable outcomes such as performance, turnover, and absenteeism

- In the study of Motivating Staff and Volunteers Working in NGOs in the South Prepared for People In Aid By FRONTERA, an international management and development consulting organisation. January 2007 -NGOs operating in the developing countries face a challenge to raise the motivation of staff or volunteers to perform well and continue to work without leaving their organisations prematurely.ad also mention Not much research existed however, involving the NGO sector in the this regard, and there was a clear need to investigate how to motivate and retain staff with low budgets. With this in mind,

- The cultural diversity found among NGOs is a fact that often goes unappreciated by policymakers—both governments and donors

Statement of the problem

NGO field is come under the unorganised sector which is characterised by the lack of labour coverage, seasonal and temporary nature of occupation, high labour mobility, dispersed functionally of operation, lack of organizational support. This issue leads too many crises for NGO workers. Due to unorganised sectors the NGO worker not gets any kind of social security measures for themselves and their dependence which lead too many social economic crises and problem to individual and families

There is no exaggeration in saying that NGO sector is Backbone of Indian in Globalization era and yet there is a tendency to ignore this mass of workforce. There is an urgent need to study this picture to NGO sector.

Significance of study

The study of social security of NGO workers is very useful for social workers association for implementing social security measures. This study is also helpful for policy making relating which social security for unorganised sector workers. This study is beneficial for taking concern of NGO workers.

Nashik Profile

Nashik is a city in western India in the state ofMaharashtra. Nashik is located in the north-west of Maharashtra, 171 km (106 mi) from Mumbai and 210 km (130 mi) from Pune and is the administrative headquarters of the Nashik District and Nashik Division. With a population of 1.5 million, Nashik is the third largest city in Maharashtra[2][3] and Nashik district is the eleventh most populous district in India.[4]Mumbai, Pune and Nashik are known as golden triangle in Maharashtra.

Nashik is said to be the abode of Lord Rama during his 14 years in exile. It is located on the banks of the Godavari which originates in the south-west of the city at Trimbakeshwar. It is one of the four places in the world where the Kumbh Mela is held making it one of the holiestHindu cities. The city is a site for more than 100 ancient temples including the Kalaram Temple and Trimbakeshwar Shiva Temple.

Nashik ranks 16th in a global study of fastest developing cities conducted by The City Mayors Foundation, an international think tank on urban affairs and has witnessed significant economic progress in the last decade. Nashik is also short listed for the prestigious Delhi-Mumbai Industrial Corridor(DMIC) as an investment region. The city is also known as the

Wine Capital of India since it accounts to a large amount of the country's grape export and adobe of many vineyards in and around Nashik. It also plays an utmost important role in agriculture onion,tomatoes and many other vegetables are exported from Nasik to various parts of the world. In addition, Nashik is known for its picturesque surroundings, climate and tourism.As development take place many social problems creates in nashik which leads to formation of various NGO in Nashik district.

Scope of study

The present study cover 15 taluka in Nashik district. In that those NGO who work on issue base & government project. Study cover professional & non-professional background.

Research Methodology

Title of the study

Research design-

For the present Study descriptive research design will use for description various measure of social security measure in the field of NGO. Describing condition of social security measure in the field of NGO. Various approaches of government and NGO management towards social security

Objective of study

- To assess the social security measure for NGO workers.
- To study work culture of NGO workers.
- To analyse the process and approaches towards social securities measure of NGO workers.
- To study the social economic problems of NGO workers.
- To assess the steps taken by the Government and NGO management for upliftment of the NGO workers.

Hypothesis of the study

- Lack of social security measures to increasing turns over of NGO workers
- Lack of social security creates many financial crises in NGO workers
- Absence of social security leads to social entitlement issues.
- Lack of government and NGO management approach towards social security creates frustration and stress in NGO workers.

Variables

Dependent – social security measures

Independent – Age, Sex, Educational Qualification, Experience,

NGO's Policy, Programme, Management, Government policy

Area of the study

The various NGO work in Nashik District on various issues.

Sampling Design

Universe – There are tentative 1000 NGO workers in Nashik district

Sample size :- For representing the universe near about 40% of population is selected for as sample

Sampling Method –

Probability sample method

Disproportionate stratified random sampling will be used. Strata of taluka in dist.& professional qualification is form for the study.

Sources of data collection

Primary data –

Discussion - with NGO management, workers association, relating with study

Interview - with expert in field of study

Questioner

Secondary Data

By the various books, articles related with study.

Tools for Data collection

Questioner – this tool will be used for data collection.

Data processing

In the present study data process by tabulation (Uni-Variate, Bi-Variate, Tri-Variate) on base of data coding and master chart.

Chapterization

Chapter 1- Introduction &Background of the study

Chapter 2- Research Methodology

Chapter 3- Data processing

Chapter 4- Findings and conclusions

Chapter 5- Recommendation

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